

Quality framework model

The quality framework apprenticeship model, published by The City & Guilds Group and the Industry Skills Board (ISB), was put together following a series of interviews with businesses and training providers about what constitutes a quality apprenticeship and how they ensure the best experience for apprentices and employers.

Planning



Recruitment and induction



Putting learning at the heart of apprenticeships: Real experience, practice and problem solving to achieve productivity and autonomy



Validation of learning outcomes and mastery



Independent end-point assessment



Career progression

To read the full report click here

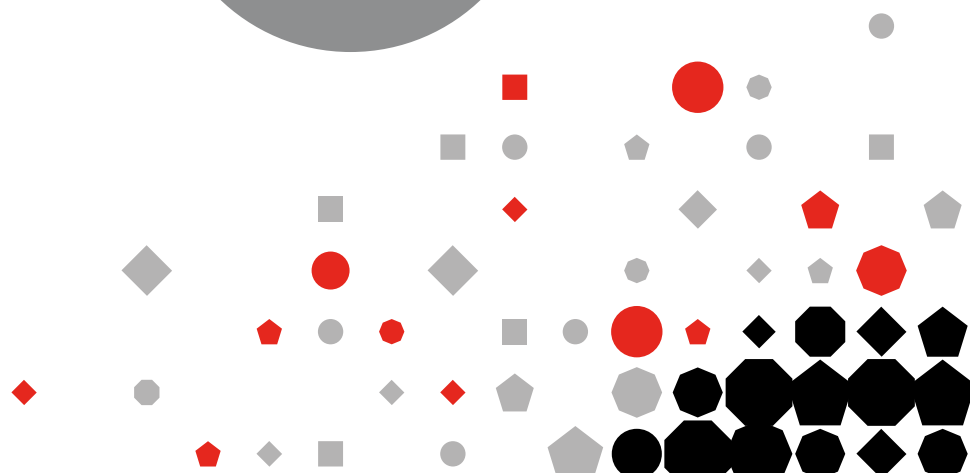
Making Apprenticeships Work: A reflection on practice

Established in 2000 as a not-for-profit organisation, Gen2 was created by five companies from the engineering, nuclear and advanced manufacturing sector – Amec, British Nuclear Fuels, Corus, Iggesund Paperboard and UCB – to deliver and safeguard employer-focused apprenticeship training in Cumbria. It was acquired by City & Guilds in 2017 and now has five training centres across Cumbria. The majority of its 150 employees are teaching staff and it was awarded an Ofsted Outstanding Grade 1 in 2011 which remains in place.

Planning

It has been involved in the development and delivery of a number of Trailblazer apprenticeship standards in areas such as nuclear welding inspection, nuclear operations, papermaking, health physics, design and draughting. It offers more than 45 apprenticeships at intermediate, advanced, higher and degree levels and is currently providing learning programmes to 1,500 apprentices from Level 2 to Level 6. In addition, it provides learning to individuals engaged in higher education and delegates on short courses.

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Recruitment and induction

Apprenticeships are the primary route into the sector in Cumbria and Gen2 has built a solid local reputation as providing career pathways into the blue-chip engineering companies in the area. The majority of individuals join as school leavers but the new standards are also being used to upskill or cross-skill existing employees.

It runs a full recruitment service for employers which includes marketing on television, radio, social media and other online channels (it has more than 8,500 Facebook followers) and holds open events and school engagement activities. It also manages applications, conducts one-to-one sessions with applicants as well as aptitude testing, interview and selection and induction. It has a full-time school engagement officer who will attend assemblies and events such as work-ready days, parents evenings and career days. Gen2 holds its own open days which can attract up to 2,000 people during the year.

Entry requirements vary for different employers with some having mandatory requirements for specific GCSE grades as well as a minimum age of 18 in some cases. For degree apprenticeships there is a requirement that individuals hold a minimum of 96 UCAS points.

Gen2 holds a five-day induction programme for engineering apprentices which includes a who's who and covers areas such as standards and expectations, house rules, IT induction and team building.

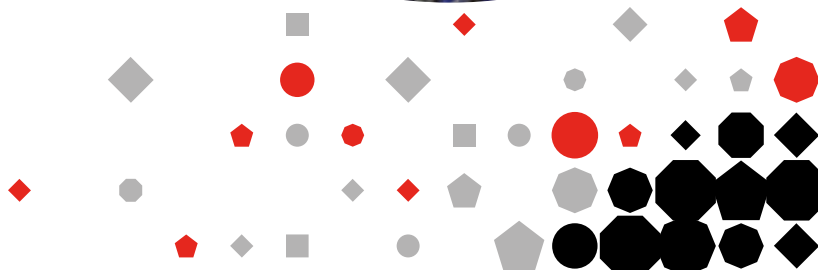
Training and learning programmes

Typically, Gen2 divides apprenticeship programmes into two discrete phases: a training phase where the learner acquires the relevant generic skills, technical qualifications and knowledge to help them become "safe and semi-

productive", and the development phase on-the-job where they become fully competent. Learners and employers can choose from a mix of training and learning methods to best suit their situation.

Gen2 works with the employer on the initial phase and makes sure that, when the learner goes to the employer premises, they will be exposed to the right learning opportunities to become competent. It supports and advises both the apprentice and employers at this time. Gen2 also works closely with the employer on the best way to implement the 20% off-the-job element. It says this is jointly designed to give the "highest quality output" for the employer.

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Gen2 provides mentoring and formal reviews and enables the apprentice to feedback with its Learner Voice sessions and they have an opportunity to express any concerns at formal review meetings or informally with their mentors and assessors. The company holds competitions during National Apprenticeship Week to help motivate and challenge apprentices.

Gen2 staff are recruited from the industry or are sector specialists with relevant qualifications. It has a 12-month induction programme/development plan for its new training staff, during which time they are assigned mentors/buddies and undertake train the trainer and assessor courses. In addition, all delivery staff have to complete a full Level 4 Teaching qualification which Gen2 also delivers as part of their on-boarding. The company invests in continuous improvement for its people with self-assessment reviews and audits as well as continuous professional development (CPD) for all staff, who have to complete a minimum of 30 hours CPD per year.

End-point assessment

Apprentices must prove their competences consistently before they are put forward for the EPA.

Career progression

Clients say it is extremely important that the apprenticeship leads to other career opportunities with typical pathways a HNC qualification or a degree.

Business benefits

- better work ethic
- higher levels of loyalty to the business
- skills and knowledge built on strong foundations.

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